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22 September 1981

MEMORANDUM FOR: Director of Central Intelligence

FROM : James N. Glerum  
Director of Personnel

SUBJECT : Exit Interviews and Senior Officer Retirement Eligibility

REFERENCE : Your Memorandum dated 18 September 1981, Subj: Exit Interviews

1. To date in CY 1981, a total of 204 professional employees have resigned from the Agency; 74 to accept jobs in the private sector. Of this latter total, 34 were interviewed by the Office of Personnel and 22 (or 64%) indicated higher pay, superior benefits or both as primary reasons for leaving. The benefits included free life and health insurance, dental insurance, stock options, automatic cost-of-living increases, free automobiles, and company paid retirement plans. Following are breakouts by grade, Agency job category and age:

By grade:

GS-07 to GS-10	13
GS-11	2
GS-12	6
GS-13	1
GS-14	4
GS-15	5
SIS	3

By job category:

ADP Specialist	7
Economist	5
Engineer	4
Physical Science	4
Generalist (NFAC)	4
DDO Officers	3
Electronic Technicians	3
All Others	4

By age:

Under 35	24
35 through 45	9
Over 45	1

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Attached at Tab A is a listing of those resigning employees who were interviewed and who included advancement opportunities in their reasons for leaving. (Note: Not sampled were separations by retirement. As you know, many eligible officers have made the decision to retire because of more attractive opportunities in the private sector.)

2. Attached at Tab B are statistics and percentages of senior officers (GS-15 and SIS) eligible for retirement. High DDO percentages result from early retirement eligibility under the CIA Retirement and Disability System.



James N. Glerum

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Attachments

Distribution:

Orig - Adse  
1 - DDCI  
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EXIT INTERVIEWS FOR EMPLOYEES  
ENTERING PRIVATE INDUSTRY

01 January - 21 September 1981

NAME	TITLE	GRADE	PERCENT INCREASE	INCREASED BENEFITS	ATTITUDE TOWARD AGENCY
<u>ADP Specialists</u>					
	Systems Analyst	GS-14	28%	Unknown	Positive
	Computer Programmer	GS-08	25%	Yes	Positive
	Computer Specialist	GS-12	33%	Yes	Positive
	Computer Operator	GS-09	Unknown	Unknown	Unknown
	Computer Operator-Sup.	GS-10	20%	Yes	Positive
	Computer Operator	GS-09	Unknown	Yes	Positive
	Prod. Cont. Spec.	GS-09	22%	Yes	Positive
<u>Economists</u>					
	Economist	GS-11	Unknown	Unknown	Positive
	Economist	SIS-02	Unknown	Unknown	Positive
	Economist	GS-15	15%	Yes	Positive
	Economist	GS-12	Unknown	Yes	Positive
	Economist	GS-12	50%	Yes	Positive
<u>Engineers</u>					
	General Engineer	GS-15	Unknown	Yes	Positive
	General Engineer	GS-10	25%	Yes	Positive
	Electronic Engineer	GS-14	Unknown	Yes	Positive
	Electronic Engineer	GS-12	Unknown	Unknown	Positive
<u>Intelligence Officer General</u>					
	Watch Officer	GS-09	Unknown	Unknown	Positive
	IO General	GS-15	Unknown	Unknown	Unknown
	IO General	GS-13	Unknown	Unknown	Positive
	IO General	GS-09	40%	Yes	Unknown
<u>Physical Scientists</u>					
	Physical Science Res.	SIS-01	Unknown	Yes	Unknown
	Physical Science	GS-09	Unknown	Yes	Positive
	Physical Science Res.	GS-15	Unknown	Yes	Positive
	Physical Science Res.	GS-14	Unknown	Yes	Positive
<u>DDO Operations Officers</u>					
	Operations Officer (OSO)	GS-12	Unknown	Unknown	Positive
	DDO Ops. Officer	GS-09	400%	Yes	Positive
	DDO Ops. Officer	GS-11	Unknown	Unknown	Positive

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EXIT INTERVIEWS FOR EMPLOYEES  
ENTERING PRIVATE INDUSTRY

01 January - 21 September 1981

	<u>NAME</u>	<u>TITLE</u>	<u>GRADE</u>	<u>PERCENT INCREASE</u>	<u>INCREASED BENEFITS</u>	<u>ATTITUDE TOWARD AGENCY</u>
25X1	<u>Electronic Techs/Communicators</u>					
	[Redacted]	Telecomm Specialist	GS-07	100%	Yes	Positive
		Electronic Tech.	GS-10	50%	Unknown	Positive
25X1		Electronic Tech.	GS-08	Unknown	Yes	Positive
	<u>Others</u>					
	[Redacted]	NIO	SIS-04	10%	Yes	Positive
		Admin. Officer	GS-09	33%	Unknown	Positive
		Security Officer Chief	GS-15	30%	Yes	Positive
		Mathematician	GS-14	16%	Yes	Positive

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SENSITIVE INTELLIGENCE SOURCES  
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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

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TO: (Officer designation, room number, and building)		DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. EA/D/OP 5E58 Headquarters 2. 3. DD/OP 4. 5. D/OP 6. 7. 8. 9. 10. 11. 12. 13. 14. 15.		RECEIVED	FORWARDED		
Deputy Director for Policy, Analysis and Evaluation		24 September 1981			Attached are two IAB produced statistics on separation. Tab A gives totals of all separations by grade for calendar years 76, 77, 78, 79, 80 and 81 to date by grade. Tab B gives totals of separations for other employment for the same periods. Please note: <ul style="list-style-type: none"> <li>19.4% of our GS professional attrition represents departure for a better job.</li> <li>8.5% of our SIS attrition left for career enhancement (i.e., more money?).</li> <li>Our total separation rate runs about 3% of ceiling vs 7% for the rest of government.</li> <li>The concentration of our separations for other employment is at the GS-09--GS-13 level with most frequency between GS-11 and GS-13. This could imply a loss of trained and experienced officers.</li> </ul>

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